



# The *next* normal: Navigating and supporting return to the workplace

*This Umbrella Wellbeing Overview session is designed to raise awareness, spark conversations, and provide participants with practical tips for action.*

After more than two years of navigating the unprecedented social and workplace disruption caused by the pandemic, and having adjusted to the work from home environment, many employees are feeling stressed and anxious—not only because of the challenges of the past two years, but also about the prospect of now having to return to the workplace.

For some, they feel ready and keen to return to the office. Others have enjoyed the benefits of working remotely, and may even have re-thought the priorities in their work-life balance. Yet others have needed to continue working in public-facing roles throughout the pandemic, with an ongoing threat to their health and safety.

As leaders, how do you manage this next period of adjustment and the different experiences of your team members? How do you ensure equity across your teams? How do you keep yourself “match fit”?

From the latest research, we see that there is no going back to the way things were prior to the pandemic, and that a hybrid working model is likely to be the next normal.

There is no one-size-fits-all. Workplaces and their leaders will need to be agile, flexible, creative and empathetic as they continue to adapt and learn to accommodate the differing needs of their people, integrate remote working with being in the office, and operate successfully in ever-changing social and economic conditions.

The purpose of this 90-minute session is to foster helpful conversations and provide leaders with basic knowledge and strategies to support people as they return to the workplace.

#### **SESSION OBJECTIVES:**

1. Provide a brief overview of the latest research on what employees are looking for when considering returning to the workplace.
2. Develop a basic understanding of the science of change and why it can be challenging for individuals to cope with uncertainty, including factors that make people more resistant to change.
3. Learn five practical strategies to engage with and support people returning to the workplace.
4. Understand that managing change is difficult and the need to prioritise self-care.
5. Learn simple skills to promote workplace wellbeing and resilience.

*Our Umbrella Wellbeing Overviews are interactive, facilitated sessions delivered in-person or online. In order to support this interactive style, our sessions are limited to 12 people for online sessions, and 30 for in-person sessions.*

*90-minute Overview- Investment \$1650 (+GST) per session*

**FOR MORE INFORMATION OR REFEREE DETAILS, CONTACT:**

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